

## Incumbent Fringe Benefit Rate Information

Section L, Attachment L-9

### 2008 Fringe Rates

**Historical Site Fringe Benefit Rate as a Percent of Direct Labor Dollars (Collective Bargaining Unit Employees) 62.59%**

#### Fringe Benefit Elements:

Personal Time Off (PTO) - includes Sick, Vacation, and Personal Day Pay  
Holiday Pay  
Military Leave  
Jury Duty  
Funeral Pay  
Other Wages  
FICA Expense  
FUI Expense  
SUI Expense  
Worker's Compensation Insurance  
Medical Insurance  
BU Retiree Medical  
Dental Insurance  
Group Life Insurance  
Long Term Disability  
Short Term Disability  
Retirement Plan Expense  
401-K Savings Plan Expense - Match at 4%  
Vision Insurance  
Education Assistance  
Employee Assistance Program

**Historical Site Fringe Benefit Rate as a Percent of Direct Labor Dollars (Non-Represented Employees) 49.92%**

#### Fringe Benefit Elements:

Personal Time Off (PTO) - includes Sick, Vacation, and Personal Day Pay  
Casual Sick Pay  
Holiday Pay  
Military Leave  
Jury Duty  
Funeral Pay  
Other Wages  
FICA Expense  
FUI Expense  
SUI Expense  
Worker's Compensation Insurance  
Medical Insurance  
BU Retiree Medical  
Dental Insurance  
Group Life Insurance  
Long Term Disability  
Short Term Disability  
Retirement Plan Expense  
401-K Savings Plan Expense - Match at 4%  
Vision Insurance  
Education Assistance  
Employee Assistance Program